

ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station (s): **KNSD(TV) – KUAN-(LD)**

1. Listed are all the full-time job vacancies filled by KNSD(TV) and KUAN-(LD) for the period August 1, 2018 – July 31, 2019.
2. For each vacancy listed, attached to this report are the relevant and completed Recruitment Source Data Forms for KNSD(TV)

Photographer	41425BR
Account Manager	42912BR
Desktop Support Admin.	42329BR
APC Operator	41891BR
Desktop Support Admin.	42329BR
Multi Media Journalist	43509BR
Systems Engineer	43429BR
APC Operator	42699BR
Weather Anchor	42132BR
Account Manager	43145BR
Producer	43707BR
IT Analyst	43343BR
Digital Campaign Specialist	44208BR
Sports Reporter/Anchor	44046BR
Sales Account Executive	44190BR
IT Analyst	44402BR
IT Analyst	45764BR
Assignment Editor	46522BR
Reporter	47911BR
Reporter	45612BR
Photographer	45271BR
Producer	48748BR
Assignment Desk Editor	49097BR
Integrated Sales Marketing Manager	49101BR
Brand Director	48422BR

For each vacancy listed, attached to this report are the relevant and completed Recruitment Source Data Forms for KUAN-(LD)

Consumer Photographer	40316BR
APC Operator	41948BR
Photographer	42578BR
Creative Services Producer	44365BR
Traffic Specialist	44107BR
Story Producer	46068BR
Multi Media Journalist	47396BR
Commercial Producer	46216BR
Account Executive	47889BR
Executive Producer	49010BR

- 3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1 for KNSD(TV)?**

FT= 122

In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1 for KUAN-(LD)?

FT= 33

4. In total, how many persons interviewed by KNSD(TV) for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form

Name of Recruitment Source	Total Number of Interviewees
nbc7sandiego.com portal to nbcunicareers.com	51
Employee Referral	16
Internal	18
Intern	0
Media Organization	2
Newspaper Ads	0
Jobline	0
Other-YOH Contractor	5
Other-Agent	16
Other - Broadcast Magazine	1
Other - Agency	12
Unknown	1
Talent Acquisition	0
Other Website/Other	0
CCNMA	0
TV Jobs.com	0
National University	0
Southwestern College	0
Point Loma Nazarene University	0
Greater Golden Hill CDC	0
San Diego State University	0
Central Valley Opportunity Center	0
Action Rehabilitation Council	0
Regional ROP	0
Indian Human Resource Center	0
MAAC Project	0
University of California	0
SDYCS NFL Youth Education	0
National Assn. of Hispanic Journalists	0
National Hispanic Coalition	0
Asian American Journalists Assn.	0
California Employment Development Dept.	0
Medialine	0
San Diego Assn. of Black Journalists	0

In total, how many persons interviewed by KUAN-(LD) for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form

Name of Recruitment Source	Total Number of Interviewees
nbc7sandiego.com portal to nbcunicareers.com	11
Employee Referral	10
Internal	6
Intern	1
Media Organization	1
Newspaper Ads	0
Jobline	0
Other-YOH Contractor	0
Other-Agent	0
Other	0
Unknown	0
Talent Acquisition	0
Other Website/Other	4
CCNMA	0
TV Jobs.com	0
National University	0
Southwestern College	0
Point Loma Nazarene University	0
Greater Golden Hill CDC	0
San Diego State University	0
Central Valley Opportunity Center	0
Action Rehabilitation Council	0
Regional ROP	0
Indian Human Resource Center	0
MAAC Project	0
University of California	0
SDYCS NFL Youth Education	0
National Assn. of Hispanic Journalists	3
National Hispanic Coalition	0
Asian American Journalists Assn.	0
California Employment Development Dept.	0
Medialine	0
San Diego Assn. of Black Journalists	0

5. Please summarize the station's (or station group's) broad outreach initiatives during past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

Annual Public Report-Broad Outreach:

The Station engages in broad outreach in recruiting for its full-time vacancies and has widely disseminated information concerning these vacancies to recruiting organizations reasonably calculated to reach the entire community. (See recruiting organizations listed in #4 below.) The Station sends job opening notices to community organizations who have requested such notification and to additional organizations the Station has identified. The list of organizations is periodically reviewed and updated. The Station also maintains a job hotline number, which directs callers to the Station's website, <http://www.nbcsandiego.com/contact-us/> and encourages interested applicants to apply for open positions at <http://www.nbcunicareers.com>.

I. Internships and Education

1.) College Internship Program: Fall 2018-Summer 2019

Total Students:	32	News:	10
		Sports:	3
		Sales:	6
		Digital	3
		Creative Svcs. & Comm.:	5
		Operations:	3
		HR:	0
		Finance:	0
		IT:	2

Description: NBC 7's College Internship Program offers a wide range of internship opportunities for students interested in careers in broadcasting. Our internship program provides students practical skills through hands-on assignments working with talented broadcast professionals who are willing to share their knowledge. Students have the opportunity to work in news, operations, IT, sales, programming/creative services, finance, and human resources. Students receive wages and college credit, if applicable, for participating in this program.

Participating Staff:

- **Erin MacCourtney, Sales Fulfillment Specialist**
- **Derek Togerson, Reporter, Sports**
- **Paige Norris, HR Director**
- **Ruston Grau, Producer**
- **Donna Stewart, News Operations Mgr.**
- **Tara Jelnicki, Senior Creative Producer**
- **Ozzie Alvillar, Finance Manager**
- **Angela O'Brien, Director of Finance**

2.) EMMA Bowen Foundation Internship and Scholarship Program

Total Students: 1: Sophia McCullough

Description: Emma Bowen Foundation was established by the media industry to help increase access to permanent job opportunities for minority students by providing scholarships and paid internships. The Foundation's program is unlike other intern programs in that students work for partner companies during summers and school breaks from the end of their junior year in high school until they graduate from college. During this multi-year period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. NBC has the opportunity to guide and develop minority students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation, to help pay for college tuition and expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program. NBC 7 has had a student intern continuously participating in the program since 2001.

Participating Staff:

- **Paige Norris, HR Director**
- **Darcey Gulen, Office & EHS Manager**
- **Tom Jones, Executive Producer**

II. Job Fairs

1. National Convention, NABJ – Detroit, MI

August 2018

Participants: Greg Dawson, VP of News

Description: Annual Recruitment Convention and Speaker Forum sponsored by the National Association of Black Journalists

2. National Convention, NAHJ – Miami, FL

July 2018

Participants: Pedro Calderon, T20 News Director

Description: Annual Recruitment Convention and Speaker Forum sponsored by the National Association of Hispanic Journalists

III. Training For Employees

1. Jump Training: Los Angeles, CA:

2018-2019

Participants: David Blaszkowski, Jon Brady, Robert Romero, Antonio Ortoll

Description: Applicants want to work for companies that offer them training opportunities. As such, KNSD participates in JUMP training. This career development workshop teaches new managers how to effectively lead, manage and mentor teams. The training was facilitated in Los Angeles classrooms, as well as through modular self-trained courses that could be experienced in the employee's workplace.

2. LEAD Training: Chicago, IL: 2018

Participants: Heather Luskie, Pedro Calderon

Description: Applicants want to work for companies that offer them training opportunities. As such, KNSD participates in LEAD training. This career development workshop teaches new managers how to effectively lead, manage and mentor teams. The training was facilitated in Los Angeles classrooms, as well as through modular self-trained courses that could be experienced in the employee's workplace.

3. INVEST Training: Los Angeles, CA: 2018

Participants: Tara Jelnicki, Rene Gonzalez

Description: Applicants want to work for companies that offer them training opportunities. As such, KNSD participates in INVEST training. INVEST is a 3-month experience focused on building a foundational understanding of key financial metrics that measure success at Comcast/NBCUniversal, and how each component of our portfolio contributes to them. This experience is only for leaders that work outside the Finance organization.

4. INFLUENCE Training: Los Angeles, CA: 2018

Participants: Bradly Van Zyl

Description: Applicants want to work for companies that offer them training opportunities. As such, KNSD participates in INFLUENCE training. This career development workshop teaches managers how to effectively communicate, engage stakeholders, build confidence and be smart and concise in their communication of ideas.

5. STREAM Training: Los Angeles, CA: 2019

Participants: Heather Luskie

Description: Applicants want to work for companies that offer them training opportunities. As such, KNSD participates in STREAM training. STREAM is a 2-month experience where talent are pushed to build a foundational understanding of the digital world and the rapid acceleration of the transition to it. Talent will understand the major digital trends, as well as the threats and opportunities these present to the media industry and will be able to develop digital strategies to capture and serve a digital audience.

6. Positive Workforce Leadership (PWL) Training: Orlando, FL: 2019

Participants: Jon Brady

Description: Applicants want to work for companies that offer them training opportunities. As such, KNSD participates in PWL training. This career development workshop teaches managers leadership best practices and strategies to promote positive employee relations.

7. Investigative Reporters and Editor (IRE) Conference: Houston, TX June 2019

Participants: Tom Jones, Executive Producer; Mari Payton, Reporter, Sergio Flores, Reporter

Description: IRE offers over 100 panels, hands-on classes and special presentations about covering business, public safety, government, health care, education, the military, the environment and other key beats. Speakers shared strategies for locating documents and gaining access to public records, finding the best stories and managing investigations. Training was given on how to better practice investigative journalism in print, broadcast, web and alternative newsroom models.

8. Diversity and Inclusion in the Workplace: San Diego, CA Ongoing 2018-19

Participants: All KNSD and KUAN employees

Description: Mandatory, annual training for all staff on diversity and inclusion in the workplace.

IV. Community Group Sponsored Participation- Networking

Employees of the Station participate in extensive community affairs activities throughout the Station's service area, with many of these events focused on diversity in the community. This participation also creates opportunities to educate the community about broadcasting and employment opportunities in the broadcast field. Detailed information concerning the community events in which Station's personnel participated is set forth below:

1. SD Association of Black Journalists, San Diego, CA Ongoing 2018-19

Participant: Donna Stewart, News Operations Manager; Dick Kelley, President, Lindsay Hood, Assignment Desk Editor, Elroy Spatcher, Photog, Mark Mehlinger, Photog, Omari Fleming, Reporter

Description: KNSD enjoys a strong relationship with the SDABJ which advocates on behalf of African-American journalists in San Diego. In addition to KNSD staff fulfilling board roles, the station is proud to sponsor chapter initiatives such as Pro For a Day and their annual Scholarship dinner. Additionally, the Station is able to promote employment and internship opportunities with SDBJA members through job postings and Board Members referrals.

2. San Diego Chapter Association of Hispanic Journalists, San Diego, CA Ongoing 2018-19

Participant: Pedro Calderon, News Director

Description: Local Chapter support of National organization to support Hispanic journalists. In addition to supporting Chapter president, Station management also involved with mixers and panel events where aspiring journalists met with working journalists and our Vice President of News, Greg Dawson. Members attending sponsored functions are informed of employment and internship opportunities that are available within the Station.

**3. San Diego Chapter Association of Asian Journalists, San Diego, CA
Ongoing 2018-19**

Participant: Liberty Zabala, Reporter, Irene Byon, Producer

Description: Local Chapter support of National organization to support Hispanic journalists. In addition to supporting Chapter president, Station management also involved with mixers and panel events where aspiring journalists met with working journalists and our Vice President of News, Greg Dawson. Members attending sponsored functions are informed of employment and internship opportunities that are available within the Station.

4. Salute to Service,

November 2019

Participant: All Station Tent pole initiative

Description: We take our role within San Diego's military community seriously. So on Veteran's day we sponsored a Community wide event that was free to all Military and their family. The day included entertainment, career services, food, prizes information booths and interactions with NBC 7 talent all taking place atop the flight deck of an aircraft carrier.

5. Comcast Cares Day:

May 2019

Participants: All Station Event

Description: The best way to increase visibility in the community is to be seen as a part of the company. In the spirit of the largest employer sponsored Volunteer effort in the nation, 25 of the employees participated in a housing project for Habitat for Humanity.

**6. Make A Wish of San Diego: Executive Committee San Diego, CA
Ongoing 2018-19**

Participant: Richard Kelley, President & General Manager

Description: Since 1983, Make-A-Wish has worked to grant the wishes of children with life threatening medical conditions. As a non-profit 501(c)3 charity, Make-A-Wish San Diego depends on a volunteer governing board of directors to ensure that resources are maximized for providing once in a lifetime experiences to eligible recipients. Our close work with children and families helps them to better understand the power of broadcasting and often times they become brand ambassadors for the station.

7. Promax: Las Vegas: June 2019

Participants: Tara Jelnicki, Promotions Manager, Antonio Ortoll, Marketing & Sales Production Mgr; Description: International marketing association 's annual conference for entertainment marketing professionals to promote marketing strategies, provide educational opportunities and recognize those who are advancing the field of creative marketing in a Broadcast environment.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Photographer – 41425BR

Date Job Filled: 8/3/18

**Recruitment Source
That Referred
Ultimate Hire:** YOH

**Total Number of
Interviewees:** 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Account Manager – 42912BR

Date Job Filled: 8/29/18

Recruitment Source That Referred Ultimate Hire: Employee Referral

Total Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Desktop Support Admin. – 42329BR

Date Job Filled: 9/4/18

**Recruitment Source
That Referred
Ultimate Hire:**

nbcunicareers.com

**Total Number of
Interviewees:**

8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabi@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: APC Operator – 41891BR

Date Job Filled: 9/10/18

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

**Total Number of
Interviewees:** 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Multi Media Journalist – 43509BR

Date Job Filled: 10/1/18

**Recruitment Source
That Referred
Ultimate Hire:** YOH

**Total Number of
Interviewees:** 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabi@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Systems Engineer – 43429BR

Date Job Filled: 10/2/18

Recruitment Source

That Referred

Ultimate Hire: Internal

Total Number of

Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabi@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: APC Operator – 42699BR

Date Job Filled: 10/15/18

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers.com

Total Number of

Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabi@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Weather Anchor – 42132BR

Date Job Filled: 10/15/18

**Recruitment Source
That Referred**

Ultimate Hire: Internal

**Total Number of
Interviewees:** 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Account Manager – 43145BR

Date Job Filled: 9/24/18

**Recruitment Source
That Referred**

Ultimate Hire: Employee Referral

**Total Number of
Interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Producer – 43707BR

Date Job Filled: 11/5/18

**Recruitment Source
That Referred**

Ultimate Hire: nbcunicareers.com

**Total Number of
Interviewees:** 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD
Job Title: IT Analyst – 43343BR
Date Job Filled: 11/2/18

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

**Total Number of
Interviewees:** 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabi@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Digital Campaign Specialist – 44208BR

Date Job Filled: 12/17/18

**Recruitment Source
That Referred**

Ultimate Hire: nbcunicareers.com

**Total Number of
Interviewees:** 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabi@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Sports Reporter/Anchor – 44046BR

Date Job Filled: 1/7/19

**Recruitment Source
That Referred**

Ultimate Hire: nbcunicareers.com

**Total Number of
Interviewees:** 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Sales Account Executive – 44190BR

Date Job Filled: 1/9/19

**Recruitment Source
That Referred**

Ultimate Hire: Employee Referral

**Total Number of
Interviewees:** 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: IT Analyst – 44402BR

Date Job Filled: 1/22/19

**Recruitment Source
That Referred**

Ultimate Hire: Other – agency

**Total Number of
Interviewees:** 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD
Job Title: IT Analyst – 45764BR
Date Job Filled: 1/29/19

Recruitment Source That Referred Ultimate Hire: Other – agency

Total Number of Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabi@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Assignment Editor – 46522BR

Date Job Filled 3/20/19

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD
Job Title: Reporter –47911BR

Date Job Filled: 4/4/19

Recruitment Source That Referred Ultimate Hire: Agent

Total Number of Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabi@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD
Job Title: Reporter – 45612BR

Date Job Filled: 5/6/19

Recruitment Source That Referred Ultimate Hire: Agent

Total Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Photographer – 45271BR

Date Job Filled: 5/6/19

**Recruitment Source
That Referred**

Ultimate Hire: nbcunicareers.com

**Total Number of
Interviewees:** 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD
Job Title: Producer – 48748BR
Date Job Filled: 6/24/19

Recruitment Source That Referred Ultimate Hire: Internal

Total Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab.	7290 Navajo Rd., #204	Carol Crisp	(619) 698-0208	Y

Council San Diego, CA 92119

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabi@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Assignment Desk Editor – 49097BR

Date Job Filled: 6/24/19

**Recruitment Source
That Referred
Ultimate Hire:** Internal

**Total Number of
Interviewees:** 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Integrated Sales Marketing Manager – 49101BR

Date Job Filled: 7/22/19

**Recruitment Source
That Referred
Ultimate Hire:**

Internal

**Total Number of
Interviewees:**

4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**OB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KNSD

Job Title: Brand Director – 48422BR

Date Job Filled: 7/15/19

**Recruitment Source
That Referred
Ultimate Hire:**

Internal

**Total Number of
Interviewees:**

8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KUAN

Job Title: Consumer Photographer – 40316BR

Date Job Filled: 7/30/18

**Recruitment Source
That Referred
Ultimate Hire:** Internal

**Total Number of
Interviewees:** 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
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National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KUAN

Job Title: APC Operator – 41948BR

Date Job Filled 8/1/18

**Recruitment Source
That Referred
Ultimate Hire:** Internal

**Total Number of
Interviewees:** 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
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National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KUAN

Job Title: Photographer – 42578BR

Date Job Filled: 8/6/18

**Recruitment Source
That Referred
Ultimate Hire:** Other

**Total Number of
Interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KUAN

Job Title: Creative Services Producer -44365BR

Date Job Filled 1/2/19

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KUAN

Job Title: Traffic Specialist – 44107BR

Date Job Filled: 1/7/19

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KUAN

Job Title: Story Producer – 46068BR

Date Job Filled: 2/25/19

**Recruitment Source
That Referred
Ultimate Hire:** Media Organization

**Total Number of
Interviewees:** 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KUAN

Job Title: Multi Media Journalist – 47396BR

Date Job Filled: 5/13/19

**Recruitment Source
That Referred
Ultimate Hire:** Internal

**Total Number of
Interviewees:** 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92101	Paige Norris	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr.	Dir. Of Career Services	(619) 594-6851	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
	San Diego, CA 92182			
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KUAN

Job Title: Commercial Producer – 46216BR

Date Job Filled: 5/28/19

**Recruitment Source
That Referred
Ultimate Hire:** Other

**Total Number of
Interviewees:** 9

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KUAN

Job Title: Account Executive – 47889BR

Date Job Filled: 6/10/19

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

**Total Number of
Interviewees:** 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KUAN

Job Title: Executive Producer – 49010BR

Date Job Filled: 6/27/19

**Recruitment Source
That Referred
Ultimate Hire:** Internal

**Total Number of
Interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
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A spot airs M-F in the last break of our 4p news. It's a :10 spot featuring our logo and our job hotline phone number and nbcunicareers website. We no longer place ads in the newspapers.

nbc7sandiego.com/ nbcunicareers	9680 Granite Ridge Dr. San Diego, CA 92123	Paige Norris	(619) 578-0470	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. Of Career Services	(619) 594-6851	Y
Central Valley Opp. Center	912 11 th Street Modesto, CA 95354	Jorge De Nava Jr.	(209) 577-3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	(619) 698-0208	Y

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste. A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	(619) 221-8600 ext. 230	Y
National Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

